



**Minutes of meeting of the Swimming New Zealand
Special General Meeting held at Avenue Motor Inn, Victoria Ave, Wanganui
6th September 2002**

The President of Swimming New Zealand, Mr Warwyck Dewe, declared the Special General Meeting open at 7pm. The President welcomed Life Members, Fina Member, Technical Diving Member, Delegates & Observers.

Attendance:

President:	Warwyck Dewe
Vice President:	John West
Council:	Jill Clarke, Clive Power, Julie Stevenson, Jack Graham Murray Coulter, Bert Cotterill
Swimming New Zealand	Catriona McBean (Executive Director), Clive Rushton (Director of Coaching)
Life Members:	Norma Williams, Artie Shaw, Colin Kennedy, Jim Cole
Fina Members:	Bill Matson (Bureau)
Delegates:	
Northland:	Sylvia Roberts
Auckland:	David Jack
Counties/Manukau:	Jeannie Sibun
Waikato:	Merle Jonson
Bay of Plenty:	Steve Delaney
Taranaki:	Allan Barrett
Hawkes Bay Poverty Bay:	
Wanganui:	John Rhodes
Manawatu:	Barrie Swailes
Wairarapa:	Stuart McGregor
Wellington:	Lynne Keatley
Nelson/Malborough:	Brett Currie
Canterbury West Coast:	Jan Bickley
Eastern Districts:	Allister Johnstone
Otago:	Graham Price
Southland:	Lyn Sutherland
SCAT:	Susan Hargreaves

Observers:

Jane Low, Kathy Webb, Geraldine Hale, Enid Wordsworth, Paul Stewart, Richard Dunkerston, Barbara Neish, Robin Hood, Don Stanley, John Mace, Philippa Bouzaid, Yvonne Voss, Jon Elliott, Judy Leaf, Kath Thorn, Warwick Jackson, Marlene Morrison, Susan Sawtell, Liz Agnew, Jo Davidson, Royce Dewe, Viv Hood, Joan Matson, Jackie Stanley, Kevin Armstrong, Mae Hope, Les Linney, Nancee Linney, Dianne Farmer, Margaret McGregor, David Adamson, Debbie Mahoney, Sandra Harnett, Robbie Low, Judith Armstrong, Jan Riley, Geoff Turner, Tony Hassed



Apologies:

Life Members - Roly Webb, Maurice Duckmanton, Danyon Loader, Merv Campbell, Noel Smith, Mary McFarlane, Ruth Woolley, Robin Jackson

BOP / Wanganui

Carried

The President Mr Warwyck Dewe declared that the meeting would be conducted under "Standing Orders for Meeting Procedure" as approved by the Council and provided to delegates at the meeting. Mr Dewe also informed all that this meeting may be unconstitutional as regions were to advise all clubs of the Special General Meeting and confirm their notification to SNZ. Not all regions had responded but the meeting should go ahead anyway.

Mr Dewe invited the Waikato delegate to open the proceeding.

The following are salient points from speakers during the evening.

Waikato:

Welcomed Life Members, Council Members, regional representatives and observers.

- Waikato advised the requisition made was not a hurried decision and was made following several recent events. Waikato stated there appears to have been misrepresentation in connection with a vote of no confidence in the Council. This was deemed from the outset to be a very negative step and was considered not appropriate. This SGM was called in an effort to improve the relationship between regions and the governing arm of our sport so as to allow us all to move forward for the betterment of swimming.
- Waikato expressed concern the Executive director has seen fit to add management comments to the remits. Rules and regulations made at an AGM should be changed at subsequent AGM and not by the management arm of the sport. Note: The SNZ Constitution Clause 20.3 requires the Executive Director to make comments on the effect of proposed rule changes in the agenda.
- Waikato were interested in hearing the Council's point of view and whether they felt they were fulfilling the requirements. Do Council members feel they are fulfilling their obligations to their membership?
- Minutes of Council and committee meetings not do not provide sufficient information for regions.
- Volunteers be treated with respect for their contribution and not receiving enough recognition.
- Regions need to be able to make contact with Council members to air their concerns.
- Waikato thanked those who supported the requisition and thanked the President for changing the time of the meeting.
- Waikato reiterated the intention of requisition was to seek overall improvement for swimming as a sport.

President SNZ:

- Council is concerned no prior consultation had been made to Council by regions regarding their concerns.
- Council had not at any time acted in an unconstitutional manner and done nothing to bring the sport of swimming into disrepute.
- SNZ Council wish to state they have confidence in the CEO, Catriona McBean, to work within the guidelines set by Council.
- Since 1999 the Council in conjunction with the CEO have bought SNZ back from the brink of financial disaster to produce 3 successive years of financial surplus to return us to a stable financial basis.
- Highlights over the past year included games at Sydney, Manchester, Fina Cup Meets, Fukuoka; emerging swimmers; SNZ website; education initiatives – undertaken to very high standards; and best practice governance is showing results.



- Council are here to listen, so please make your comments and respond in appropriate manner.

Auckland:

Auckland seek change in the approach the Council are presently adopting so swimming can move forward.

- Auckland are seeking more vision, leadership and consultation
- Better management would lead to less friction from regions.
- Auckland suggested the Council are out of step with the needs and wants of the regions.
- Auckland raised the issue of consultation and sighted the changing of rules etc, not mentioned at presidents forum where these rules could have hinted and indicated, and the lack of time given for regions to consider them, and the way in which NAGs 2003 were relocated from Auckland to Christchurch, and policies were another example of things being done without consultation - everyone should be involved when these policies are being developed.
- Auckland stated they were losing trust in Executive Director and suspicious of Council, its stealth and substantial changes not minuted.
- Auckland believed the governance and management model was inappropriate and believed too much was written outside the standard rules and regulations. Policies are able to be added to and changed without coming back to the members of the association so they can be enfranchised and have some input into it. Auckland believe these policies and regulations need to be stable. We want one document and go from there.
- The selection process was also raised by Auckland as a concern. We want clear rules and regulations agreed to by the member with check and balances.
- Auckland stated, yes we have come a long way in regards to financial resilience, but the strategic plan is very vague. Results for 2006 required now. Our 16 year olds must be on the path now. They need to be in squads and coaches must know the path for getting swimmers there.

Waikato:

- Annoyed over a number of issues. There is no specific one issue. Different regions have different issues.
- We have to have governance and we have to have management. Clive Power made mention in the AGM that these two words being the latest buzz words. SPARC requires sports and organisations with "Sound strategy and governance".
- We need to have a good middle of road less extreme model of governance.
- SNZ needs to be the united face of swimming. It must be in tune and in step with its membership. Waikato suggested it is neither. The Council and Executive Director are marching to totally different tune to the rest of us.
- Require more consultation, communication more leadership.
- The Executive Director needs to manage and recognise the values of volunteers and apply appropriate style of management when dealing with people. Waikato believe if the extreme models of management continue it will eventually lead to the destruction of SNZ.

Canterbury:

- Endorsed fellow speakers comments
- Believe Council is not taking charge.
- Tired of misinformation received and concern over lack of information received re NAGS.

BOP:

- Attended presidents forum.
- Concerned over treatment of volunteers.
- Reiterated need for communication.

**Northland:**

- Concerns re NAGS, Div II and Juniors over the reduction of the number of unqualified swims allowed. Believes this will reduce number of swimmers attending national meets.

Otago:

- Endorsed comments made by previous speakers.
- Believes the governance/management model does not work for the sport of swimming.
- Concerned the Executive Director is involved in governance for example setting policies which is the Council's job. Technical Panel did not see technical policy until it was released.
- Otago believe Auckland lost NAGS because it is an 8 lane pool not 10 lane.

Counties:

- Endorsed fellow speakers.
- Believed Otago were correct re 10 lane pool issue.
- Concerned if all national meets had to be held in a 10 lane pool many volunteers would be lost to the sport because of the limited number of pools would fall into this category.

Taranaki:

- Agrees with the general lack of consultation.
- Unsure of governance/management model at this stage but would like to hear Council's views.

Nelson:

- Referred to the Presidents opening statement re the council having not acted unconstitutionally. Referred to the qualifying criteria for Nationals this year which is in direct contradiction to the SNZ regulations of 2001. In particular Div II. I question how this was done.
- Question put to Auckland about changes needed in leadership and governance. What changes exactly and how should these changes be made. Everyone is talking of changes but how do the regions want this done.
- Council appears to be displaying leadership but regions appear to be unhappy with this form of leadership.
- Requested information to why NAGS was moved from Auckland.
- What does council see as their management role?

Mr John Mace:

- In 1999 this organisation approved at the AGM to change direction. It changed the name from the NZ Swimming Federation to SNZ. Encompassed in those resolutions were a number of issues which have been researched over a 4 to 5 year period.
- Why did Council choose to throw out 100 years of history and experience and not consult with a very wide range of experienced people. If Council had discussed and consulted with others we would probably not be here tonight.
- If you continue to ignore others we will lose this organisation.

Mr Artie Shaw – Life Member

- Communication required at deck level. Swimmers, officials etc.

Southland:

- Rule 20 of the Constitution clearly states that if you want to change a rule you must bring it SNZ send notice out showing the rule has been changed and that the Executive Director has to show the effect of that rule change.
- We found that the notes on remits pointed us in the right direction.
- Consultation is a matter of importance.



- Communication has to be two way and informal conversation is required .
- Praise for Presidents forum.
- Consultation and communication. We need to know about changes and why these changes are being made. Interaction required from Council.

President's response:

- SNZ sought to seek from all regions the issues spoken here tonight prior to the meeting in order to allow Council the time to consider these and prepare a response. Issues should have been sent to Council as requested so this response could have been made.
- There has been no correspondence from regions re issues and concerns.
- Only indication noted in an Annual Report from a region where they expressed their displeasure in colourful language. They did not contact us and discuss their concerns prior to publishing the report.
- The President asked how can we govern or manage if you will not talk to us?
- Council sought to get an explanation from the regions that had signed the requisition. Auckland was the only region that responded.
- We set out to lead this organisation in a direction we believed we had your commitment too. Listening to you tonight it seems you believe we have gone off in a completely different direction, and we don't believe we have.
- You are the stakeholders, but if you don't come and tell us we have to work on the basis we are doing what you agree with.

Waikato:

As Auckland was the only region to submit something in writing, could we have a response re their submission.

President:

- SPARC appear not to know where they are going. SPARC was launched a few months ago. After returning from the Commonwealth Games a numbers of people employed by SPARC were made redundant. It is difficult for us to say what their policies are.
- We need our own policies to enable us to move forward in our sport.
- If we wait for SPARC this organisation may sit for the next twelve months. Council does not think this is where we should be.
- Council sets policies. The Executive Director develops policies and brings them to council. It is in her contract. Council considers and alters policies, then lodges them on web site, emails or posts to the regions. The policies are the council not the CEO's.
- SwimSport is currently developing a blueprint for swimming development, which should be completed by the New Year.
- Council members are always available to be contacted by phone.
- Policies developed by stealth – Council believes to be untrue

Clive Power – Chair, SwimSport Committee:

- NAGs - SwimSport reviewed all national meets and capacity at these Meets. There were a number of concerns which needed to be considered including facility capacity (seating, deck space, accommodation, transport).
- Information was obtained from Auckland regarding the facilities capability after the current retrofit. Views were taken to Council and in the absence of an engineers certificate recommendation was made for Christchurch as venue.
- Decisions are made with the athletes best interest in mind.

Auckland:

- Advised that they had received one engineers report which stated only 1050 seats but returned the report because the capacity was too low and were waiting for a second report stating 1350 seats. Auckland did not communicate this to Council before due date.



President:

- The council believed it had communicated and consulted with Auckland re NAGS but acknowledged that better communication was required in the future.

Auckland:

Question was put to council members - "Are you surprised by what has been discussed tonight"?

Council members :

Murray Coulter: yes

Jack Graham: yes

Jill Clarke:

- Stated she was not surprised, but asked why issues had not been written down and forwarded to Council. Jill stated the Council is working on issues discussed tonight.

John West:

- Stated the Council had taken on board comments made at the SGM especially with regard to the consultation process, and stated the Council does respect the contributions and roles that volunteers play in this association.
- SNZ sets rules for national meets and recognises this can affect regional meets.
- Reiterated that Council members make a commitment to be available for consultation at any time.

Bert Cotterill:

- Was not surprised as he had been around the country and heard grumblings. He also stated that a lot of this was because of misinformation.

Clive Power:

- Pointed out that the council members are also volunteers. I am poolside and always available by phone and always answered questions to the best of my knowledge. I can also be contacted by email.

Julie Stevenson:

- Was not surprised as she communicates regularly with those at grass level.

Kevin Armstrong, Nelson/Marlborough

- Council could have been more proactive.

Wairarapa:

- Analogy of building a house. In 1999 when the new constitution was adopted we got a new blueprint of a house. We as members chose this mansion. Under the blueprints were architects drawings and other designs. There's a bit of the framework up on this building already, I believe the SNZ structure is possibly different from the Council and members here. Maybe we all set our individual expectations of what will be achieved and this can make us feel isolated.
- I believe our questions have been answered. The house is not finished and some of the concerns are possibly on the blueprint.

Kevin Armstrong, Nelson/Marlborough

- An AGM is a good venue for review of the blueprint.



President

- Council has heard the issues raised. Communication is a two way street and Council will reevaluate its methods of consultation and communication.
- Anything actions taken or proposed have been undertaken with the view to achieving the best possible outcome for our swimmers.
- Sponsors are very rigorous in their requirements for sponsorship.
- National competitions are national events not regional events.

Mr Don Stanley:

- This meeting has brought to the attention four main issues.
 - Communication
 - Consultation
 - Relationships
 - Governance/Management
- We need to get together and work at better communication.
- We need to look at the processes for the betterment of the sport.

Warwyck Dewe, SNZ President thanked all for attending.

Meeting closed 9pm.